

### **Addendum to the Code of Conduct on Prevention of Sexual Exploitation and Abuse**

Nonviolent Peaceforce (NP) has added this Addendum to the Code of Conduct to make sure that all employees and stakeholders will be protected from Sexual Exploitation and Abuse. This policy lays out the principles for preventing sexual exploitation and abuse related to NP's staff, representatives, and programs.

The policy draws upon IASC guidance from the Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises.<sup>1</sup> The following are the core principles which all Nonviolent Peaceforce staff must abide by, both inside and outside of the workplace.

- Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
- Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of minority or consent locally. Mistaken belief about the age of a child is not a defence.
- Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading, or exploitative behaviour is prohibited. This includes the exchange of programming assistance that NP provides to its beneficiaries.
- Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
- Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
- Humanitarian aid workers are obliged to create and support an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to develop support systems which maintain this environment.

Section 4 of NP's Global Employee Handbook has more detail on definitions of prohibited behaviour and section 5 outlines whistle-blowing, grievance, and disciplinary procedures. These procedures will be used to respond to any allegation of violation of the above principles.

Each NP Country Program will appoint a staff member to act as a PSEA (Protection against Sexual Exploitation and Abuse) Focal Point. This staff member will be the primary point of contact for any reporting of violations of the above core principles, as well as ensuring that all staff, beneficiaries, and other stakeholders are familiar with the standards required by NP. However, all staff, and particularly managers, are responsible to uphold the principles and maintain a workplace free of Sexual Exploitation and Abuse.

Employee Signature \_\_\_\_\_

Date: \_\_\_\_\_

Employee Name: \_\_\_\_\_

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<sup>1</sup> Report of the Inter-Agency Standing Committee Task Force of Protection from Sexual Exploitation and Abuse in Humanitarian Crises. 13 June 2002.